

Senate Concurrent Resolution 4 - Introduced

SENATE CONCURRENT RESOLUTION NO. 4

BY COMMITTEE ON RULES AND ADMINISTRATION

1 A Concurrent Resolution relating to the compensation
2 of chaplains, officers, and employees of the
3 eighty-fifth general assembly.

4 WHEREAS, section 2.11 of the Code provides that "The
5 compensation of the chaplains, officers, and employees
6 of the general assembly shall be fixed by joint action
7 of the house and senate by resolution at the opening of
8 each session, or as soon thereafter as conveniently can
9 be done."; NOW THEREFORE,

10 BE IT RESOLVED BY THE SENATE, THE HOUSE OF
11 REPRESENTATIVES CONCURRING, That the compensation of
12 the employees of the eighty-fifth general assembly is
13 set, effective from January 14, 2013, until January 12,
14 2015, in accordance with the following salary schedule:

15 #9

16 \$18,179.20

17 8.74

18 #10	#11	#12	#13	#14
19 \$19,177.60	\$20,196.80	\$21,174.40	\$22,235.20	\$23,400.00
20 9.22	9.71	10.18	10.69	11.25

21 #15	#16	#17	#18	#19
22 \$24,648.00	\$25,916.80	\$27,019.20	\$28,392.00	\$29,660.80
23 11.85	12.46	12.99	13.65	14.26

24 #20	#21	#22	#23	#24
25 \$31,200.00	\$32,572.80	\$34,195.20	\$35,880.00	\$37,481.60
26 15.00	15.66	16.44	17.25	18.02

27 #25	#26	#27	#28	#29
28 \$39,395.20	\$41,225.60	\$43,222.40	\$45,344.00	\$47,486.40

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1	18.94	19.82	20.78	21.80	22.83
2	#30	#31	#32	#33	#34
3	\$49,774.40	\$52,249.60	\$54,662.40	\$57,324.80	\$59,987.20
4	23.93	25.12	26.28	27.56	28.84
5	#35	#36	#37	#38	#39
6	\$62,878.40	\$65,873.60	\$69,097.60	\$72,363.20	\$75,920.00
7	30.23	31.67	33.22	34.79	36.50
8	#40	#41	#42	#43	#44
9	\$79,560	\$83,387.20	\$87,464.00	\$91,520.00	\$96,012.80
10	38.25	40.09	42.05	44.00	46.16
11	#45	#46	#47	#48	#49
12	\$100,609.60	\$105,393.60	\$110,427.20	\$115,731.20	\$121,284.80
13	48.37	50.67	53.09	55.64	58.31
14	#50	#51			
15	\$127,192.00	\$133,265.60			
16	61.15	64.07			

17 In this schedule, each numbered block shall be
18 the yearly and hourly compensation for the pay grade
19 of the number heading the block. Within each grade
20 there shall be eight steps numbered "1" through "8".
21 In the above schedule the steps for all grades are
22 determined in the following manner. Each numbered
23 block is counted as the "1" step for that grade. The
24 next higher block is counted as the "2" step; the next
25 higher block is the "3" step; the next higher block is
26 the "4" step; the next higher block is the "5" step;
27 the next higher block is the "6" step; the next higher
28 block is the "7" step; and the next higher block plus
29 2.5% is the "8" step.

30 Alternatively, the senate rules and administration

1 committee for senate employees, and the house
2 administration and rules committee for house employees
3 may allow their employees' compensation to be flexibly
4 set anywhere between steps "1" through "8" for an
5 employee's prescribed pay grade.

6 All employees shall be available to work daily
7 until completion of the senate's and house of
8 representatives' business. The employee's division
9 supervisor shall schedule all employees' working hours
10 to, as far as possible, maintain regular working hours.

11 All employees, other than those designated "part-
12 time", shall be compensated for 40 hours of work in
13 a one-week pay period. Secretaries to senators and
14 representatives are presumed to have 32 hours of work
15 each week the legislature is in session and shall
16 be paid only on that basis. Full-time employees
17 who are required to work in excess of 80 hours in a
18 two-week pay period shall be allowed compensatory time
19 off at a rate of one hour for each hour of overtime
20 up to a maximum of 120 hours of compensatory time.
21 Joint security employees of the senate and house of
22 representatives may be compensated for each hour of
23 overtime at a rate of pay equal to one-and-one-half
24 times the hourly pay provided.

25 BE IT FURTHER RESOLVED, That part-time employees
26 shall be compensated at the scheduled hourly rate for
27 their pay grade and step.

28 BE IT FURTHER RESOLVED, That in the event the
29 salary schedule for employees of the State of Iowa
30 as promulgated by the department of administrative

1 services pursuant to section 8A.413, subsection 3, is
 2 revised upward at any time during the eighty-fifth
 3 general assembly, such revised schedule shall
 4 simultaneously be adopted for the compensation of the
 5 employees of the eighty-fifth general assembly assigned
 6 a grade by this resolution, unless otherwise provided
 7 by the senate and house of representatives.

8 BE IT FURTHER RESOLVED, That adjustments in
 9 the positions and compensation listed in this
 10 resolution may be made through an interim review of
 11 all legislative employees for internal equity and to
 12 assure compliance with appropriate legal standards
 13 for granting of overtime and compensatory time off.
 14 Such review shall be conducted by a legislative
 15 committee made up of members of the service committee
 16 of legislative council and the appropriate salary
 17 subcommittees of the senate and house. Only one such
 18 review may be done in any fiscal year and adjustments
 19 suggested must be approved by the appropriate hiring
 20 body.

21 BE IT FURTHER RESOLVED, That the employees of
 22 the eighty-fifth general assembly be placed in the
 23 following pay grades:

24 EMPLOYEES OF THE HOUSE
 25 Chief Clerk of the House.....Grade 44
 26 Sr. Assistant Chief Clerk of the House.....Grade 41
 27 Assistant Chief Clerk of the House III.....Grade 38
 28 Assistant Chief Clerk of the House II.....Grade 35
 29 Assistant Chief Clerk of the House I.....Grade 32
 30 Legal Counsel II.....Grade 35

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1	Legal Counsel I.....	Grade 32
2	Legal Counsel.....	Grade 30
3	Sr. Caucus Staff Director.....	Grade 41
4	Caucus Staff Director.....	Grade 38
5	Sr. Deputy Caucus Staff Director.....	Grade 39
6	Deputy Caucus Staff Director.....	Grade 36
7	Administrative Assistant to Leader or	
8	Speaker.....	Grade 27
9	Administrative Assistant I to Leader or	
10	Speaker.....	Grade 29
11	Administrative Assistant II to Leader or	
12	Speaker.....	Grade 32
13	Administrative Assistant III to Leader or	
14	Speaker.....	Grade 35
15	Sr. Administrative Assistant to Leader or	
16	Speaker I.....	Grade 38
17	Sr. Administrative Assistant to Leader or	
18	Speaker II.....	Grade 41
19	Research Assistant.....	Grade 24
20	Legislative Research Analyst.....	Grade 27
21	Legislative Research Analyst I.....	Grade 29
22	Legislative Research Analyst II.....	Grade 32
23	Legislative Research Analyst III.....	Grade 35
24	Sr. Legislative Research Analyst.....	Grade 38
25	Assistant Secretary to Leader or Speaker.....	Grade 18
26	Secretary to Leader or Speaker.....	Grade 19
27	Caucus Secretary.....	Grade 21
28	Senior Caucus Secretary.....	Grade 24
29	Administrative Secretary to Leader, Speaker,	
30	or Chief Clerk.....	Grade 21

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1	Executive Secretary to Leader, Speaker or	
2	Chief Clerk.....	Grade 24
3	Confidential Secretary to Leader, Speaker,	
4	or Chief Clerk.....	Grade 27
5	Clerk to Chief Clerk.....	Grade 16
6	Supervisor of Secretaries.....	Grade 21
7	Supervisor of Secretaries I.....	Grade 24
8	Supervisor of Secretaries II.....	Grade 27
9	Sr. Administrative Services Officer.....	Grade 35
10	Administrative Services Officer III.....	Grade 32
11	Administrative Services Officer II.....	Grade 29
12	Administrative Services Officer I.....	Grade 26
13	Administrative Services Officer.....	Grade 23
14	Administrative Services Assistant.....	Grade 20
15	Senior Editor.....	Grade 30
16	Editor II.....	Grade 25
17	Editor I.....	Grade 22
18	Assistant Editor.....	Grade 19
19	Compositor/Desk Top Specialist.....	Grade 17
20	Sr. Text Processor.....	Grade 25
21	Text Processor II.....	Grade 22
22	Text Processor I.....	Grade 19
23	Senior Finance Officer III.....	Grade 38
24	Senior Finance Officer II.....	Grade 35
25	Senior Finance Officer I.....	Grade 31
26	Finance Officer II.....	Grade 27
27	Finance Officer I.....	Grade 24
28	Assistant Finance Officer.....	Grade 21
29	Recording Clerk II.....	Grade 24
30	Recording Clerk I.....	Grade 21

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1	Assistant Legal Counsel I.....	Grade 30
2	Assistant Legal Counsel.....	Grade 27
3	Engrossing & Enrolling Processor.....	Grade 27
4	Assistant to the Legal Counsel.....	Grade 19
5	Senior Indexer.....	Grade 28
6	Indexer II.....	Grade 25
7	Indexer I.....	Grade 22
8	Indexing Assistant.....	Grade 19
9	Supply Clerk.....	Grade 16
10	Switchboard Operator.....	Grade 14
11	Legislative Secretary.....	Grade 15
12	Legislative Committee Secretary.....	Grade 17
13	Bill Clerk.....	Grade 14
14	Assistant Bill Clerk.....	Grade 12
15	Postmaster.....	Grade 12
16	Sergeant-at-Arms II.....	Grade 20
17	Sergeant-at-Arms I.....	Grade 17
18	Assistant Sergeant-at-Arms.....	Grade 14
19	Chief Doorkeeper.....	Grade 12
20	Doorkeepers.....	Grade 11
21	Pages.....	Grade 9
22	EMPLOYEES OF THE SENATE	
23	Secretary of the Senate.....	Grade 44
24	Sr. Assistant Secretary of the Senate.....	Grade 41
25	Assistant Secretary of the Senate III.....	Grade 38
26	Assistant Secretary of the Senate II.....	Grade 35
27	Assistant Secretary of the Senate I.....	Grade 32
28	Legal Counsel II.....	Grade 35
29	Legal Counsel I.....	Grade 32
30	Legal Counsel.....	Grade 30

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1	Sr. Caucus Staff Director.....	Grade 41
2	Caucus Staff Director.....	Grade 38
3	Sr. Deputy Caucus Staff Director.....	Grade 39
4	Deputy Caucus Staff Director.....	Grade 36
5	Administrative Assistant to Leader	
6	or President.....	Grade 27
7	Administrative Assistant I to Leader	
8	or President.....	Grade 29
9	Administrative Assistant II to Leader	
10	or President.....	Grade 32
11	Administrative Assistant III to Leader	
12	or President.....	Grade 35
13	Sr. Administrative Assistant to Leader	
14	or President I.....	Grade 38
15	Sr. Administrative Assistant to Leader	
16	or President II.....	Grade 41
17	Research Assistant.....	Grade 24
18	Legislative Research Analyst.....	Grade 27
19	Legislative Research Analyst I.....	Grade 29
20	Legislative Research Analyst II.....	Grade 32
21	Legislative Research Analyst III.....	Grade 35
22	Sr. Legislative Research Analyst.....	Grade 38
23	Caucus Secretary II.....	Grade 21
24	Senior Caucus Secretary.....	Grade 24
25	Secretary to Leader, President, or	
26	Caucus.....	Grade 18
27	Administrative Secretary to Leader,	
28	President, or Secretary of the Senate.....	Grade 21
29	Executive Secretary to Leader, President,	
30	or Secretary of the Senate.....	Grade 24

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1 Confidential Secretary to Leader, President,	
2 or Secretary of the Senate.....	Grade 27
3 Supervisor of Secretaries.....	Grade 21
4 Supervisor of Secretaries I.....	Grade 24
5 Supervisor of Secretaries II.....	Grade 27
6 Sr. Administrative Services Officer.....	Grade 35
7 Administrative Services Officer III.....	Grade 32
8 Administrative Services Officer II.....	Grade 29
9 Administrative Services Officer I.....	Grade 26
10 Administrative Services Officer.....	Grade 23
11 Administrative Services Assistant.....	Grade 20
12 Senior Editor.....	Grade 30
13 Editor II.....	Grade 25
14 Editor I.....	Grade 22
15 Assistant Editor.....	Grade 19
16 Compositor/Desk Top Specialist.....	Grade 17
17 Assistant Legal Counsel I.....	Grade 30
18 Assistant Legal Counsel.....	Grade 27
19 Assistant to the Legal Counsel.....	Grade 19
20 Proofreader.....	Grade 16
21 Senior Finance Officer III.....	Grade 38
22 Senior Finance Officer II.....	Grade 35
23 Senior Finance Officer I.....	Grade 13
24 Finance Officer II.....	Grade 27
25 Finance Officer I.....	Grade 24
26 Assistant Finance Officer.....	Grade 21
27 Recording Clerk II.....	Grade 24
28 Recording Clerk I.....	Grade 21
29 Senior Indexer.....	Grade 28
30 Indexer II.....	Grade 25

1	Indexer I.....	Grade 22
2	Indexing Assistant.....	Grade 19
3	Records and Supply Clerk.....	Grade 18
4	Switchboard Operator.....	Grade 14
5	Legislative Secretary.....	Grade 15
6	Legislative Committee Secretary.....	Grade 17
7	Bill Clerk.....	Grade 14
8	Assistant Bill Clerk.....	Grade 12
9	Postmaster.....	Grade 12
10	Sergeant-at-Arms II.....	Grade 20
11	Sergeant-at-Arms I.....	Grade 17
12	Assistant Sergeant-at-Arms.....	Grade 14
13	Chief Doorkeeper.....	Grade 12
14	Doorkeepers.....	Grade 11
15	Pages.....	Grade 9
16	JOINT SENATE/HOUSE EMPLOYEES	
17	Facilities Manager I.....	Grade 35
18	Facilities Manager II.....	Grade 38
19	Sr. Facilities Manager.....	Grade 41
20	Legislative Security Coordinator I.....	Grade 23
21	Legislative Security Coordinator II.....	Grade 26
22	Legislative Security Officer I.....	Grade 20
23	Legislative Security Officer II.....	Grade 23
24	Conservation/Restoration Specialist I.....	Grade 28
25	Conservation/Restoration Specialist II.....	Grade 31
26	Sr. Legislative Lobbyist Clerk.....	Grade 24
27	Legislative Lobbyist Clerk.....	Grade 21
28	Sr. Copy Center Operator.....	Grade 21
29	Copy Center Operator.....	Grade 18
30	BE IT FURTHER RESOLVED, That there shall be four	

1 classes of appointments as employees of the general
2 assembly:

3 A "permanent full-time" or "permanent part-time"
4 employee is one who is employed the year around and
5 eligible to receive state benefits.

6 An "exempt full-time" employee is one who is
7 employed for only a portion of the year, usually the
8 period of the legislative sessions with extensions
9 post-session and pre-session as scheduled. This class
10 is eligible to receive state benefits with the cost of
11 benefits to the state to be paid, using accrued leave
12 if authorized, by the employee when not on the payroll.

13 A "session-only" employee is one who is employed for
14 only a portion of the year, usually the legislative
15 session. This class is not eligible for state
16 benefits, except IPERS, and insurance as provided in
17 section 2.40.

18 A "part-time" employee is one who is employed to
19 work less than 40 hours per week. This class is not
20 eligible for state benefits, except IPERS if eligible.

21 BE IT FURTHER RESOLVED, That the exact
22 classification for individuals in a job series
23 created by this resolution shall be set or changed for
24 senate employees by the senate rules and administration
25 committee and for the house employees by the house
26 administration and rules committee. The committees
27 shall base the classification upon the following
28 factors:

29 1. The extent of formal education required of the
30 position; and,

1 2. The extent of the responsibilities to be
2 assigned to the position; and,

3 3. The amount of supervision placed over the
4 position; and,

5 4. The number of persons the position is assigned
6 to supervise and skills and responsibilities of those
7 positions supervised.

8 The committees shall report the exact
9 classifications assigned to each individual on the
10 next legislative day, or, if such action is during
11 the interim, on the first day the senate or house
12 shall convene. Any action by the senate or house to
13 disapprove a report or a portion of a report shall be
14 effective the day after the action.

15 Recommendations for a pay grade for a new position
16 shall be developed in accordance with the factor scores
17 in the comparable worth report. Every four years the
18 senate rules and administration committee, the house
19 administration and rules committee, and the legislative
20 council may review all positions in the legislative
21 branch to assure conformity to comparable worth.

22 BE IT FURTHER RESOLVED, That a senator or
23 representative may employ a secretary who in the
24 judgment of the senator or representative employing
25 such person, possesses the necessary skills to perform
26 the duties such senator or representative shall
27 designate, under the administrative direction, as
28 appropriate, of the secretary of the senate or the
29 chief clerk of the house.

30 Each standing committee chairperson, ethics

1 committee chairperson, and each appropriations
2 subcommittee chairperson shall designate a secretary
3 who is competent to perform the following duties:
4 prepare committee minutes, committee reports, type
5 committee correspondence, maintain committee records,
6 and otherwise assist the committee. Such duties
7 shall be performed in accordance with standards which
8 shall be provided by the secretary of the senate and
9 chief clerk of the house. In making the designation,
10 chairpersons shall consider persons for possible
11 designation as the secretary to the committee in the
12 following order:

13 First: The secretary to the chairperson.

14 Second: The secretary to the committee's
15 vice-chairperson.

16 Third: The secretary to any other member of the
17 committee.

18 Fourth: The secretary to any other member in the
19 same house as the committee.

20 BE IT FURTHER RESOLVED, That a Legal Counsel II
21 shall be a person who has graduated from an accredited
22 school of law and is admitted to practice in Iowa as
23 an Attorney and Counselor at Law and possesses either
24 a Masters of Law degree or has at least two years of
25 legal experience after admission to practice.

26 A Legal Counsel I shall be a person who has
27 graduated from an accredited school of law and is
28 admitted to practice in Iowa as an Attorney and
29 Counselor at Law.

30 BE IT FURTHER RESOLVED, That employees of the

1 general assembly may be eligible for either:

2 1. Increases in salary grade or step based on
3 evaluation of their job performance and recommendations
4 of their administrative officers, subject to approval
5 of the senate committee on rules and administration
6 or the house committee on administration and rules, as
7 appropriate or

8 2. Mobility within a pay grade at the discretion
9 of the chief clerk of the house upon recommendation by
10 the employee's division supervisor on the part of the
11 house, and the discretion of the employee's division
12 supervisor on the part of the senate, subject to the
13 approval of the house committee on administration
14 and rules or the senate committee on rules and
15 administration, as appropriate — either in accord with
16 a flexible pay plan approved by the senate rules and
17 administration committee or the house administration
18 and rules committee, or in accord with the following
19 schedule:

20 (a) Progression from step "1" to "2" for a newly
21 hired employee — six months of actual employment.

22 (b) Progression from step "1" to "2" following
23 promotion within a job series — twelve months of
24 actual employment in that position.

25 (c) Progression from step "2" to "3", and step "3"
26 to "4", and step "4" to "5", and step "5" to "6", and
27 step "6" to "7", and step "7" to "8" — twelve months
28 of actual employment at the lower step.

29 BE IT FURTHER RESOLVED, That in addition to the
30 steps provided in the preceding paragraph, that

1 secretaries to senators and representatives who were
2 employees of the senate or house of representatives
3 during any general assembly prior to January 9, 1989,
4 and who have received certification for passing a
5 typing and shorthand performance examination shall be
6 eligible for two additional steps.

7 BE IT FURTHER RESOLVED, That in addition to the
8 steps provided in the preceding paragraph, that
9 secretaries to senators and representatives shall
10 be eligible for a maximum of three additional grades
11 beyond grade 15, in any combination, as provided in
12 this paragraph:

13 1. One additional grade for a secretary to a
14 standing committee chair, ethics committee chair
15 or appropriations subcommittee chair who is not the
16 designated committee secretary.

17 2. One additional grade for a secretary to a vice-
18 chairperson or ranking member of a standing committee,
19 ethics committee or appropriations subcommittee.

20 3. One additional grade for a secretary to the
21 chairperson of the chaplain's committee.

22 4. Two additional grades for a secretary to an
23 assistant floor leader or speaker pro tempore or
24 president pro tempore.

25 5. One additional grade for a designated committee
26 secretary who is also the designated committee
27 secretary for an additional standing committee, ethics
28 committee, or appropriations subcommittee.

29 BE IT FURTHER RESOLVED, That in the event the
30 secretary to the chairperson of the chaplain's

1 committee is the secretary to the president, president
2 pro tempore, speaker, speaker pro tempore, or the
3 majority or minority leader, such secretary shall
4 receive one additional step.

5 BE IT FURTHER RESOLVED, That the entrance salary for
6 employees of the general assembly shall be at step 1 in
7 the grade of the position held. Such employee may be
8 hired above the entrance step if possessing outstanding
9 and unusual experience for the position. Such employee
10 who is hired above the entrance step shall be mobile
11 above that step in the same period of time as other
12 employees in that same step. An officer or employee
13 who is moved to another position may be considered for
14 partial or full credit for their experience in the
15 former position in determining the step in the new
16 grade.

17 The entry level for the position of research
18 analyst shall be Legislative Research Analyst, unless
19 extraordinary conditions justify increasing that entry
20 level.

21 BE IT FURTHER RESOLVED, That a pay increase for
22 employees of one step within the pay grade for the
23 position may be made for exceptionally meritorious
24 service in addition to step increases provided
25 for in this resolution, at the discretion of the
26 chief clerk upon recommendation by the employee's
27 division supervisor on the part of the house, and upon
28 recommendation by the employee's division supervisor on
29 the part of the senate, and the approval of the senate
30 committee on rules and administration or the house

1 committee on administration and rules. Exceptionally
2 meritorious service pay increases shall be governed by
3 the following:

4 a. The employee must have served in the position
5 for at least twelve months;

6 b. Written justification, setting forth in detail
7 the nature of the exceptionally meritorious service
8 rendered, must be submitted to the senate rules and
9 administration committee or house administration and
10 rules committee and approved in advance of granting the
11 pay increase;

12 c. No more than one exceptionally meritorious
13 service pay increase may be granted in any twelve-
14 month period.

15 d. Such meritorious service pay increase shall
16 not be granted beyond the eight-step maximum for that
17 position.

18 BE IT FURTHER RESOLVED, That the senate rules and
19 administration committee and the house administration
20 and rules committee shall both hire officers and
21 employees for their respective bodies and fill any
22 vacancies which may occur, to be effective at such time
23 as they shall set. The committee shall report the
24 names of those it has hired for the positions specified
25 in this resolution or the filling of any vacancies on
26 the next legislative day or, if such action is during
27 the interim, on the first day the senate or house shall
28 convene. Any action by the senate or house to amend or
29 disapprove a report or a portion of a report shall be
30 effective the day after the action.

1 The chief clerk of the house shall submit to the
2 house committee on administration and rules and
3 the secretary of the senate shall submit to the
4 senate committee on rules and administration the
5 list of names, or amendments thereto, of employee
6 classifications and recommended pay step for each
7 officer and employee. Such list shall include
8 recommendations for the pay step for all employees.
9 Each respective committee shall approve or amend the
10 list of recommended classifications and pay steps and
11 publish said list in the journal.

12 BE IT FURTHER RESOLVED, That permanent employees of
13 the general assembly shall receive vacation allowances,
14 sick leave, health and accident insurance, life
15 insurance, and disability income insurance as are
16 comparably provided for full-time permanent state
17 employees. The computations shall be maintained by the
18 finance officers in each house and coordinated with the
19 department of administrative services.

20 BE IT FURTHER RESOLVED, That should any employee
21 have a grievance, the grievance shall be resolved as
22 provided by procedures determined by the senate rules
23 and administration committee for senate employees or
24 the house administration and rules committee for house
25 employees.

26 BE IT FURTHER RESOLVED, That the legislative
27 council take action to provide the same compensation
28 and benefits to all legislative central staff agency
29 employees for the eighty-fifth general assembly as
30 is provided by this resolution. The director of

1 each legislative central staff agency shall report
2 to the chief clerk of the house and the secretary
3 of the senate the list of approved positions for
4 their agencies and the names, grades and steps of
5 each employee. Such lists shall be published in the
6 journals of the house and the senate within two weeks
7 after the adoption of this resolution by both houses.

8 BE IT FURTHER RESOLVED, That the compensation of
9 chaplains officiating at the opening of the daily
10 sessions of the house of representatives and the
11 senate of the eighty-fifth general assembly be fixed
12 at ten dollars for each house of the general assembly,
13 and that mileage to and from the State Capitol for
14 chaplains be fixed at the rate established for members
15 of the general assembly.